

# **AAC Transformation Change Leadership**

**Change Leadership Team #2 – Silver Team**  
**Community Brief**

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# **Community Workshops Transformation Initiatives**

**Initiative #19** - Develop concept, get approval, and design to task the AAC ILE solution.

## **Workshop Issues:**

- 1) Establish intermediate AAC course or rely on DAU courses**
- 2) Resourcing course (funding and instructors)**

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# **Community Workshops Transformation Initiative #19 (ILE)**

## **Workshop Recommendations:**

- 1) Include PMT 352 and CON 2XXA/B in either solution as core ILE Functional Area Training**
  - \* ALMC establish Acquisition Intermediate Course (AIC)**
  - \* Maintain DAU, NPS, and other equivalencies as options to meet AIC requirements**
- 2) Revalidate TRADOC funding both phases of ILE (Core + FA)**

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# **Community Workshops Transformation Initiative #19 (ILE)**

## **Workshop Strategy/Plan :**

### **1) Task ALMC**

- **Design AIC**
- **Obtain DAU equivalency status**
- **Conduct Pilot**
- **Implement**

### **2) TRADOC provide funding for AIC development**

### **3) Align CDG with ILE as an additional or replacement course**



# **Community Workshops Transformation Initiatives**

**Initiative #17** - Design, get approved and implement a Military Regional Rotational Assignment Program (M-RDAP).

## **Workshop Issues:**

- 1) Intent not understood or clearly communicated**
- 2) How Regionalization will incorporate those officers at low density Geographical locations**
- 3) Time required by Senior Regional Acquisition Officers (SRAOs) to manage larger populations**

**4) Standard implementation methodology within Geographical regions**

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- 5) Officers will not have enough time to fully**

# **Community Workshops Transformation Initiative #17 (M-RDA)**

## **Workshop Recommendations:**

### **1/3/4/5) Implementation plans address multiple concerns:**

- **36 - 48 month at regional site**
- **18 - 24 month assignments, allows learning and application of skills**
- **Rotations done after OER periods / 2 OER same SR**
- **Reported to MILDEP semi-annually**
- **IDPs must align regional positions with rotation**
- **Primary rotation cycle - PM/Contracting (other positions aligned with previous experience)**

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- **HRC reconfigured as Regional Assignments**





# **Community Workshops Transformation Initiative #17 (M-RDA)**

## **Workshop Strategy/Plan:**

**1/2/4/5) Metrics to determine if Regionalization is promotion neutral:**

- \* Track by selection rates to MAJ/LTC to determine if**

- neutral to those not in Regional assignments**

- \* Move non-aligned officers to Regional assignments at**

- 24 month point (UA Officers at 36 month point)**

- \* Must allow HRC/SRAOs assignment flexibility in regards to critical Program Level events (by exception)**

- \* Senior Rater profiles compared to rotation assignments**

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**\* All HRC/SRAOs have a rotation plan**



# **Community Workshops Transformation Initiative #17 (M-RDA)**

## **Workshop Timeline/Deliverables:**

- 1) SRAO implementation plan submitted -1 Sep**
- 2) MILDEP Single Plan approved - 1 Oct**
- 3) HRC Regional MAJ/CPT assignment aligned - 30 Nov**
- 4) Track Selection rates at every board conclusion**

**5) Continuous evaluation of**

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**implementation/officer development value.**

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# **Community Workshops Transformation Initiatives**

**Initiative #39** - Design an expanded CDG Program to include full Life Cycle Management of Small Group of Select AAC GS Employees.

## **Workshop Issues:**

**Finite program, no program end state**

**Rotation assignments not long enough**

# **Community Workshops Transformation Initiative # 39 (CDG)**

## **Workshop Recommendations:**

- 1) Once selected for program, continuously tracked, put into challenging leadership positions**
- 2) Required to compete for PM**
- 3) Fast track method to gain generalization experience**
- 4) PEO/Acq Commanders identify specific positions reserved for CDG personnel (APM / DPM / Team Leader / Division Chief / KO)**
- 5) 18-24 months, rotate to other identified CDG positions**

**6) No graduation, continuously tracked until either promoted out of CDG, opt out or selected for PM**

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# **Community Workshops Transformation Initiative #39 (CDG)**

## **Workshop Strategy/Plan:**

- 1) ASC tracks individuals into program, pays for initial schools & training (within first 3 years)**
- 2) PEO/Acq Cdrs pick up personnel costs as individuals assigned to identified core positions until rotated to different organization or out of CDG**

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